



# U. S. ARMY GARRISON, FRANCONIA

## "TEAM OF TEAMS"



### **COMMANDER'S POLICY**

**POLICY NUMBER:** 15

**DATE:** 1 October 2005

**SUBJECT:** Equal Opportunity Program

#### **1. REFERENCES:**

a. AR 600-20, Army Command Policy, Chapter 6, Equal Opportunity, dtd 13 May 2002.

b. DA PAM 600-26, Department of the Army Affirmative Action Plan, dtd 23 May 1990.

2. **PURPOSE:** This policy announces the Commander's policy on Equal Opportunity.

3. **SCOPE:** This policy applies to all USAG, Franconia personnel.

#### **4. POLICY:**

a. The USAG, Franconia will provide equal opportunity and fair treatment for all Soldiers, civilians and family members of the USAG, Franconia without regard to race, color, gender, religion, or national origin. This policy applies both on and off post, during duty and non-duty hours. This policy applies to working, living, and recreational environments (including both on and off-post housing). Each member of the USAG, Franconia family will be treated with dignity and respect while performing their mission. Each individual has a right to seek advancement or promotion unhindered by discriminatory practices. Leaders at all levels are obligated to maintain a work area free of harassment and discrimination.

b. As leaders, we must continue to support the principles of equality to ensure fair treatment for all employees, Soldiers, and family members regardless of their race, color, national origin, religion, gender, age, disability (mental/physical) or any other nonmerit factor.

c. Equal Opportunity and Affirmative Action must be part of the fabric of all personnel decisions within USAG, Franconia. Federal agencies are required by law to implement a program to eliminate underutilization where it exists in the workplace. Affirmative action does not mean that special treatment will be given to any group or that established qualification standards will be relaxed in an effort to overcome past employment practices that have operated to restrict employment opportunities.

IMEU-WUZ-EO

SUBJECT: Equal Opportunity Program

d. I ask you to join me in my ongoing commitment to the Army standard of Equal Opportunity and Affirmative Action for all Soldiers, employees, and family members. We will continue to show the Army that USAG, Franconia is a leader in providing a work setting where employees of varying backgrounds can reach their potential and highest goals without discrimination.

5. **PROPONENT:** The proponent for this policy memo is the USAG, Franconia EO Office, 351- 4631/4632.

6. This policy memo supersedes 98<sup>th</sup> ASG Policy memo 15, dtd 21 July 2004.

"Team of Teams!"

A handwritten signature in black ink, reading "Russel D. Santala". The signature is fluid and cursive, with the first name "Russel" being more prominent than the last name "Santala".

RUSSEL D. SANTALA  
Colonel, AD  
Commanding